



Sachse, Texas

Sachse City Hall
3815-B Sachse Road
Sachse, Texas 75048

Meeting Agenda City Council

Monday, April 20, 2015

7:30 PM

Council Chambers

The Mayor and Sachse City Council request that all cell phones and pagers be turned off or set to vibrate. Members of the audience are requested to step outside the Council Chambers to respond to a page or to conduct a phone conversation.

The City Council of the City of Sachse will hold a Regular Meeting on Monday, April 20, 2015, at 7:30 p.m. in the Council Chambers at the Sachse City Hall, 3815 Sachse Road, Building B, Sachse, Texas to consider the following items of business:

Invocation and Pledges of Allegiance to U.S. and Texas Flags.

A. Pledge of Allegiance to the Flag of the United States of America: I pledge allegiance to the flag of the United States of America, and to the Republic for which it stands: one nation under God, indivisible, with liberty and justice for all.

B. Pledge of Allegiance to the Texas State Flag: Honor the Texas flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible.

1. CONSENT AGENDA.

1.a ALL ITEMS LISTED ON THE CONSENT AGENDA WILL BE CONSIDERED BY THE CITY COUNCIL AND WILL BE ENACTED BY ONE MOTION, THERE WILL BE NO SEPARATE DISCUSSION OF THESE ITEMS UNLESS A COUNCIL MEMBER OR CITIZEN SO REQUESTS.

[15-2763](#) Consider approval of the minutes of the April 6, 2015 regular meeting.

*Executive Summary
Minutes from the recent Council meeting.*

Attachments: [Minutes 04.06.15.pdf](#)

[15-2765](#) Consider acceptance of the resignation of Mr. Warren Becker on the Planning and Zoning Commission.

*Executive Summary
Mr. Warren Becker has resigned his seat on the Planning and Zoning Commission.*

Attachments: [W. Becker resignation.pdf](#)

2. MAYOR AND CITY COUNCIL ANNOUNCEMENTS REGARDING SPECIAL EVENTS, CURRENT ACTIVITIES, AND LOCAL ACHIEVEMENTS.

[15-2766](#) Proclamation recognizing Stop Bullying In Schools Program.

Executive Summary

This Proclamation is a kick off to the Stop Bullying In Schools pilot program in Garland Independent School District (G.I.S.D.)

Attachments: [GISD Stop Bullying.pdf](#)

[Proclamation.Stop Bullying.pdf](#)

[15-2774](#) Recognize employees for their service to the City of Sachse.

Executive Summary

Each quarter the City Council recognizes employee milestones.

[15-2734](#) Staff Briefing: Library Department Update.

Executive Summary

Library Manager will update Council on Library activities.

Attachments: [April 2015 Library Update PDF](#)

3. CITIZEN INPUT.

The public is invited at this time to address the Council. The Mayor will ask you to come to the Microphone and state your name and address for the record. If your remarks pertain to a specific Agenda item, please hold them until that item, at which time the Mayor may solicit your comments. Time limit is 3 minutes per speaker.

The City Council is prohibited from discussing any item not on the posted agenda according to the Texas Open Meetings Act.

4. REGULAR AGENDA ITEMS.

[15-2773](#) Discussion of the City's compensation philosophy.

Executive Summary

Dr. Jeff Ling, Executive Vice President of Evergreen, will lead a discussion regarding the City's compensation philosophy and will also provide a brief mid-project study update. The compensation philosophy discussion will focus on how to develop a compensation philosophy based on the following factors: market positioning, reward strategy, total compensation, and compensation structure.

Attachments: [Mid Project Update - City of Sachse pdf](#)

[15-2768](#) Conduct Executive Session pursuant to the provisions of the Texas Government Code Section 551.074:

To conduct the semi-annual evaluation of the City Secretary.

Consider any action necessary as a result of Executive Session.

Executive Summary

A closed session, as provided by state law, for the City Secretary's semi-annual evaluation.

5. ADJOURNMENT.

Vision Statement: Sachse is a friendly, vibrant community offering a safe and enjoyable quality of life to all who call Sachse home.

The City of Sachse reserves the right to reconvene, recess or realign the regular session or called Executive Session or order of business at any time prior to adjournment. Note: The Sachse City Council reserves the right to convene into Executive Session pursuant to the Texas Government Code, Chapter 551 regarding posted items on the regular meeting agenda.

State law prohibits the introduction or discussion of any item of business not posted at least seventy-two (72) hours prior to the meeting time. Therefore, during Citizen Input for example, the Council is prohibited by state law to deliberate or take action on any issues introduced by the public other than to take them under advisement. Posted: April 17, 2015; 5:00 p.m. Terry Smith, City Secretary _____.

If you plan to attend this public meeting and you have a disability that requires special arrangements at the meeting, please contact Terry Smith, City Secretary, at (972) 495-1212, 48 business hours prior to the scheduled meeting date. Reasonable accommodations will be made to assist your needs.



Legislation Details (With Text)

File #: 15-2763 **Version:** 1 **Name:** Consider approval of the minutes of the most recent Council meeting.

Type: Agenda Item **Status:** Agenda Ready

File created: 4/9/2015 **In control:** City Council

On agenda: 4/20/2015 **Final action:**

Title: Consider approval of the minutes of the April 6, 2015 regular meeting.

Executive Summary
Minutes from the recent Council meeting.

Sponsors:

Indexes:

Code sections:

Attachments: [Miniutes 04.06.15.pdf](#)

Date	Ver.	Action By	Action	Result
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Title
Consider approval of the minutes of the April 6, 2015 regular meeting.

Executive Summary
Minutes from the recent Council meeting.

Background
Minutes from a recent Council meeting on April 6, 2015, for review and approval.

Policy Considerations
Not applicable.

Budgetary Considerations
Not applicable.

Staff Recommendations
Approval of the minutes of the April 6, 2015, regular meeting as a Consent Agenda Item.

REGULAR MEETING
OF THE
CITY COUNCIL OF THE CITY OF SACHSE

APRIL 6, 2015

The City Council of the City of Sachse held a Regular Meeting on Monday, April 6, 2015 at 7:30 p.m. at the Sachse City Hall after proper notice. The roll of the duly constituted City Council Members was called which members are as follows, to wit:

Mayor Mike Felix
Mayor Pro Tem Jeff Bickerstaff
Councilman Charles Ross
Councilman Brett Franks
Councilman Paul Watkins
Councilman Cullen King
Councilman Bill Adams

and all were present.

Staff present: Interim City Manager Alan Dickerson, City Secretary Terry Smith, Executive Assistant Michelle Sirianni, Community Development Director Dan McGinn, Interim Police Chief Todd Renshaw, Human Resources Manager Stacy Buckley, Parks and Recreation Director Lance Whitworth, Library Manager Mignon Morse, City Engineer Greg Peters, Public Works Director Joe Crase, Fire Chief Rick Coleman, and Finance Director Teresa Savage.

Invocation and Pledge of Allegiance to U.S. and Texas Flags:

The invocation was offered by Councilman King and the pledges were led by Councilman Watkins.

1. Consent Agenda:

Councilman King moved to approve the Consent Agenda as presented, consisting of: 15-2736 Consider approval of the minutes of the March 16, 2015 regular meeting; 15-2743 Consider receiving the Monthly Revenue and Expenditure Report for the period ending February 28, 2015; 15-2749 Resolution No. 3662 of the City Council of the City of Sachse, Texas, approving the terms and conditions of a License Agreement between the City of Murphy, Texas, and the City of Sachse, Texas, allowing the City of Murphy to construct and use a 30" sanitary sewer line with necessary appurtenances across property and public right-of-way located within the City of Sachse; and providing for an effective date; 15-2731 Resolution No. 3663 of the City Council of the City of Sachse, Texas, awarding the bid for the construction of street improvements for the KCS Quiet Zone as a Capital Improvement Project to XIT Paving & Construction, Incorporated; authorizing the City Manager to execute such agreement in a form approved by the City Attorney; and providing an effective date; and 15-2742 Resolution No. 3664 approving the terms and conditions of an agreement, by and between the City of Sachse and BrooksCardiel, PLLC, to provide auditing services for the City's financial statements for the fiscal year ending September 30, 2015 and authorizing its execution by the Interim City Manager. The motion was seconded by Mayor Pro Tem Bickerstaff and carried unanimously.

2. Mayor and City Council Announcements regarding special events, current activities and local achievements:

15-2748 Recognize the Sachse High School Robotics team(s) for their achievements.

15-2740 Proclamation recognizing Keep America Beautiful Great American Cleanup for the City.

15-2739 Proclamation recognizing Arbor Day in the City of Sachse as April 11, 2015.

Councilman King last week attended the Sachse RACES weather drill. He thanked Chance Lindsey and RACES for keeping us safe.

Mayor Pro Tem Bickerstaff noted the upcoming Library events: Tomorrow at 4:00 p.m. is the Mo Willems Party; April 14th at is the last Mobile App Program; and May 19th is the Sachse AuthorsCon. He thanked the Parks Department for their work at the Easter Egg Scramble events.

Mayor Felix noted the following events: April 11th is the Great American Cleanup at City Hall at 9:00 a.m.; April 24th at 6:30 p.m. is the Chamber's Men Who Cook event at Woodbridge Golf Club; and May 2nd is the Relay for Life Event at Schaeffer stadium in Wylie.

3. Citizen Input: Dwight Corrals, has established the Sachse Reptile Rescue. The purpose is to locate a home for unwanted reptiles.

4. Regular Agenda Items:

15-2746 Conduct a public hearing and consider an Ordinance of the City of Sachse, Texas, amending the Comprehensive Zoning Ordinance and map, as heretofore amended; to grant a change of zoning from an Agricultural District (AG) to a Planned Development District (PD) on an approximately 13.56 acre tract, more particularly described in Exhibit "A" and depicted in Exhibit "B"; providing for the approval of the Zoning Concept Plan approved as Exhibit "C"; providing a repealing clause; providing a savings clause; providing a severability clause; providing a penalty of fine not to exceed the sum of two thousand dollars (\$2,000.00) for each offense; and providing for an effective date:

Following staff briefing, Mayor Felix opened the public hearing.

Stephanie Murray 5408 Heritage Circle, is opposed to the project for traffic concerns. Requested property remain agricultural.

LaVenda Lee 4910 Merritt Road, has traffic concerns. Lots should be ½ acre like Heritage Circle.

Janice Wood 4910 Merritt Road, stated her house is on 13 acres and across the street will be 39 homes on 13 acres. Wants larger lots.

Kevin Crank 5006 Heritage Circle, is opposed to project. City does not have infrastructure to support project.

David Taylor 5114 Merritt Road, is opposed to the development. It is not consistent with the neighborhood.

Vic Henry 4903 Heritage Circle, stated he is in a rural neighborhood and the development does not fit.

Councilman Franks moved to close the public hearing. The motion was seconded by Councilman Ross and carried unanimously.

Following discussion, Councilman King moved to deny item 15-2746. The motion was seconded by Councilman Franks and carried with Mayor Pro Tem Bickerstaff voting no.

15-2745 Consider a resolution of the City Council of the City of Sachse, Texas, authorizing the purchase of one (1) 2015 Chevrolet Impala police package vehicles from Caldwell Country Chevrolet through the Texas Multiple Schedule Contract Program ('TXMAS') in the amount not to exceed twenty on thousand three hundred forty five dollars (\$21,345) for the City of Sachse Police Department; and providing for an effective date:

Following discussion, Councilman Watkins moved to approve 15-2745 (Resolution No. 3665) as presented. The motion was seconded by Councilman Franks and carried unanimously.

15-2737 Convene into executive session pursuant to the provisions of Section 551.074 the Texas Government Code "Personnel Matters": To discuss the appointment, employment and duties for the City Manager position. Review applications for City Manager position.

Consider any action necessary as a result of Executive Session:

At 9:25 p.m. Councilman Ross moved to recess to Executive Session. The motion was seconded by Councilman Watkins and carried unanimously.

At 10:23 p.m. Councilman Ross moved to return to open session. The motion was seconded by Councilman Watkins and carried unanimously.

Mayor Felix stated there was no action necessary.

5. Adjournment:

There being no further business, Mayor Pro Tem Bickerstaff moved to adjourn. The motion was seconded by Councilman Adams and carried unanimously. The meeting adjourned at 10:24 p.m.

ATTEST:

APPROVED:

CITY SECRETARY

MAYOR



Legislation Details (With Text)

File #: 15-2765 **Version:** 1 **Name:** Accept resignation.
Type: Agenda Item **Status:** Agenda Ready
File created: 4/9/2015 **In control:** City Council
On agenda: 4/20/2015 **Final action:**
Title: Consider acceptance of the resignation of Mr. Warren Becker on the Planning and Zoning Commission.

Executive Summary
Mr. Warren Becker has resigned his seat on the Planning and Zoning Commission.

Sponsors:

Indexes:

Code sections:

Attachments: [W. Becker resignation.pdf](#)

Date	Ver.	Action By	Action	Result
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Title

Consider acceptance of the resignation of Mr. Warren Becker on the Planning and Zoning Commission.

Executive Summary

Mr. Warren Becker has resigned his seat on the Planning and Zoning Commission.

Background

Mr. Warren Becker has resigned his seat on the Planning and Zoning Commission. Staff has advertised for the vacancy. Mr. Becker will be recognized for his service at the next meeting.

Policy Considerations

None

Budgetary Considerations

None

Staff Recommendations

Staff recommends the City Council accept the resignation of Warren Becker on the Planning and Zoning Commission, as a Consent Agenda Item.

RECEIVED APR - 2 2015

4/2/2015

Effieure today I would like to tender my
resignation from the P & Z Board,

Thank you
Warren Beeker

WARREN BEEKER

Rec'd 4/6/15
TB



Legislation Details (With Text)

File #:	15-2766	Version:	1	Name:	Stop bullying proclamation
Type:	Agenda Item	Status:		Status:	Agenda Ready
File created:	4/9/2015	In control:		In control:	City Council
On agenda:	4/20/2015	Final action:		Final action:	
Title:	Proclamation recognizing Stop Bullying In Schools Program.				
	Executive Summary This Proclamation is a kick off to the Stop Bullying In Schools pilot program in Garland Independent School District (G.I.S.D.)				
Sponsors:					
Indexes:					
Code sections:					
Attachments:	GISD Stop Bullying.pdf Proclamation.Stop Bullying.pdf				

Date	Ver.	Action By	Action	Result
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Title
Proclamation recognizing Stop Bullying In Schools Program.

Executive Summary
This Proclamation is a kick off to the Stop Bullying In Schools pilot program in Garland Independent School District (G.I.S.D.)

Background
Ms. Maria Romero is the board liaison to G.I.S.D. for this pilot program has requested this proclamation. Please see attached letter. It will follow the program the City of Dallas has implemented. She will be in attendance at the meeting.

Policy Considerations
None

Budgetary Considerations
None

Staff Recommendations
Mayor Felix issue proclamation.

Terry Smith

From: maria romero <cvromero11@sbcglobal.net>
Sent: Monday, March 23, 2015 3:16 PM
To: Terry Smith
Subject: Re: Proclamation 4/20/15

Mr. Smith,

My relationship with the Garland ISD is this; I am the school Board liaison for the "Stop Bullying in Schools" program. I have met with Mr. John Washington several times already, in regard to this program. Mr. Washington and other members of the board are currently reviewing the program for implementation into the GISD, and are currently working on logistics for this program. This is the only program of its kind which has medical data supporting it.

As I have stated previously, Dallas ISD is giving us a pilot program for implementation of this program. Mayor Mike Rawlings has issued a proclamation for "Stop Bullying in School Day". The following cities have also done the same, Rowlett and Garland.

If you have any further questions please contact me.

Regards,

Maria Cristina De Romero
Reflexiones De Ti
469.733.0584(cell)
972.226.4827(Fax)
cvromero11@sbcglobal.net

PROCLAMATION

WHEREAS, Stop Bullying In Schools seeks to educate students, educators and parents in the onset, intervention in, and effects of the damaging world of Bullying; and

WHEREAS, the focus is to provide assistive sources of collateral and active materials that will assist our educators to more effectively address conflict resolution and successfully preparing them for adverse situations in the classroom; and

WHEREAS, Stop Bullying In Schools is a perfect complement to the Mayor's focus on anti-bullying awareness in Sachse schools and an appropriate marriage to the School district's annual improvement plan in accordance with Texas law; and

WHEREAS, participation in this program provides comprehensive training based on scientific and evidence-based research compiled by professionals in countless fields of specialized study.

NOW, THEREFORE, by the powers vested in me as Mayor of the great City of Sachse, Texas, I do hereby proclaim

April 20, 2015 as "Stop Bullying In Schools Day" in the City of Sachse

and urge parents and students to participate in this program.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of the City of Sachse, Texas to be affixed this the 20th day of April, 2015.



Mike J. Felix
Mayor



Legislation Details (With Text)

File #:	15-2774	Version:	1	Name:	Employee Recognition 1st Quarter 2015 Employee Recognition 4th Quarter 2013
Type:	Agenda Item	Status:			Agenda Ready
File created:	4/15/2015	In control:			City Council
On agenda:	4/20/2015	Final action:			
Title:	Recognize employees for their service to the City of Sachse.				

Executive Summary
Each quarter the City Council recognizes employee milestones.

Sponsors:

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
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Title

Recognize employees for their service to the City of Sachse.

Executive Summary

Each quarter the City Council recognizes employee milestones.

Background

Five Years

Rick Coleman started his career in Sachse as a station lieutenant in March 2010. Prior to his time here, Chief Coleman worked for the City of Rowlett for 20 years, retiring as a fire captain in 2008. During his five years in Sachse, Chief Coleman has promoted twice, to Fire Captain in 2012 and then to Fire Chief in August 2013, following Chief Kendrick's retirement. Under his direction and leadership, the Fire Department has accomplished outstanding work. Chief Coleman is constantly looking for ways to continually improve both himself and the department and is leading the department into a new era of greatness by helping create a modern Fire department that the everyone can be proud of.

Ten Years

Pat Hammett started her career with the City of Sachse in April 2005 after working many years in the construction industry. As the City's Finance Specialist, she is responsible for processing accounts payable and payroll, but as is the case with most high achieving workers, she has taken on many other responsibilities. Every year, requirements for payroll taxes, withholdings, and 1099 reporting change and she is always the first person to know about the changes and to remind management of steps needed to implement the changes.

She plans her time away from the job around the cyclical duties of processing payroll and accounts payable checks, so that employees and vendors are not disrupted. Pat is such an important person to every city employee that we try to give advance notice if she is going to be gone. On the rare occasion that she has an unplanned absence, we always get at least one panicked phone call asking when she will return.

Employee of the Quarter

Winona Parish is our Employee of the Quarter for March. A dedicated employee with 7.5 years of service in Sachse, Winona is constantly striving for ways to go above and beyond in her role as HR Clerk. Over the past few months, Winona worked on a project that became much more intense than originally anticipated and required hours of audit work. She spent countless hours reviewing employee files in order to make sure the information needed was 100% accurate. Winona is the type of employee Sachse cherishes, someone with a smile always on her face and a passion for her job and for the people she serves. Sachse is lucky to have such an outstanding employee.

Policy Considerations

None

Budgetary Considerations

None

Staff Recommendations

Staff recommends that the presentations be made by Mayor Felix.



Legislation Details (With Text)

File #: 15-2734 **Version:** 1 **Name:** Library Staff Briefing 2015
Type: Agenda Item **Status:** Agenda Ready
File created: 3/17/2015 **In control:** City Council
On agenda: 4/20/2015 **Final action:**
Title: Staff Briefing: Library Department Update.

Executive Summary
Library Manager will update Council on Library activities.

Sponsors:

Indexes:

Code sections:

Attachments: [April 2015 Library Update PDF](#)

Date	Ver.	Action By	Action	Result
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Title
Staff Briefing: Library Department Update.

Executive Summary
Library Manager will update Council on Library activities.

Background
Library Manager, Mignon Morse, will present an update on library statistics and programs.

Policy Considerations
N/A

Budgetary Considerations
N/A

Staff Recommendations
No action is required for this item.



Sachse
Public Library

3815C

CITY COUNCIL PRESENTATION

April 20, 2015

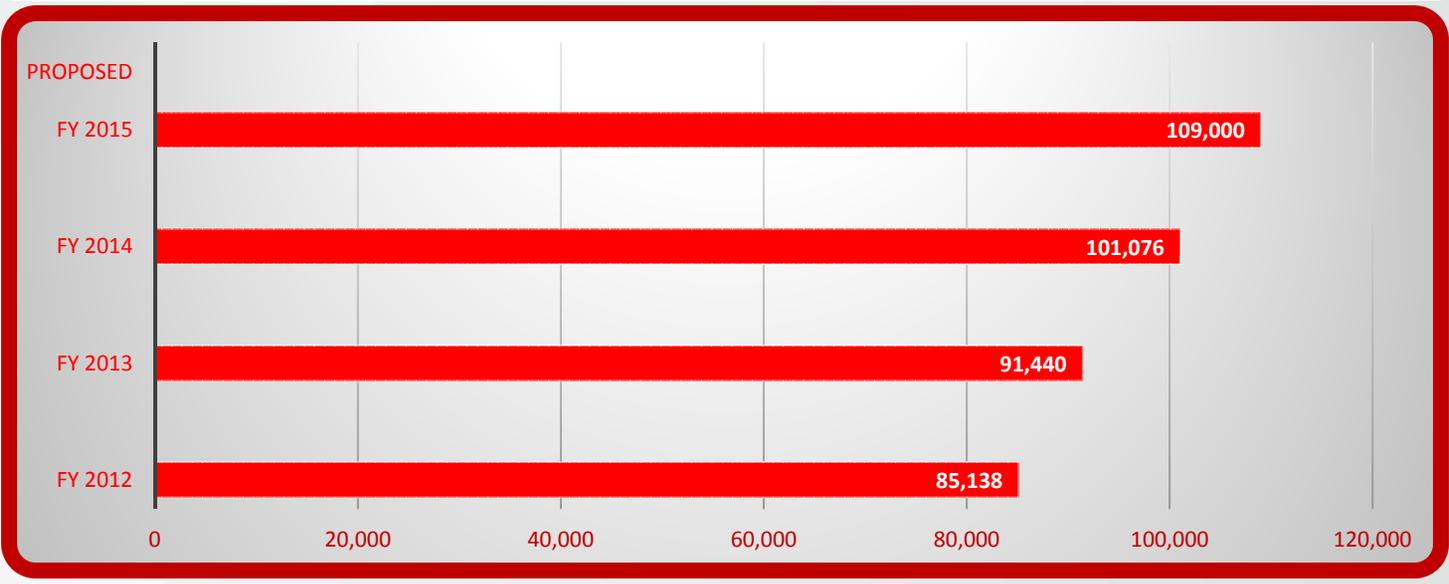


FY 2014 Highlights

- Circulation increased in FY 2014 11%
- Story time number increases over 40%
- Interlibrary loans increased 77%
- Audio visual equipment installed in meeting room & mural
- Emergency door install (March)
- Security Cameras installed



Library Checkouts





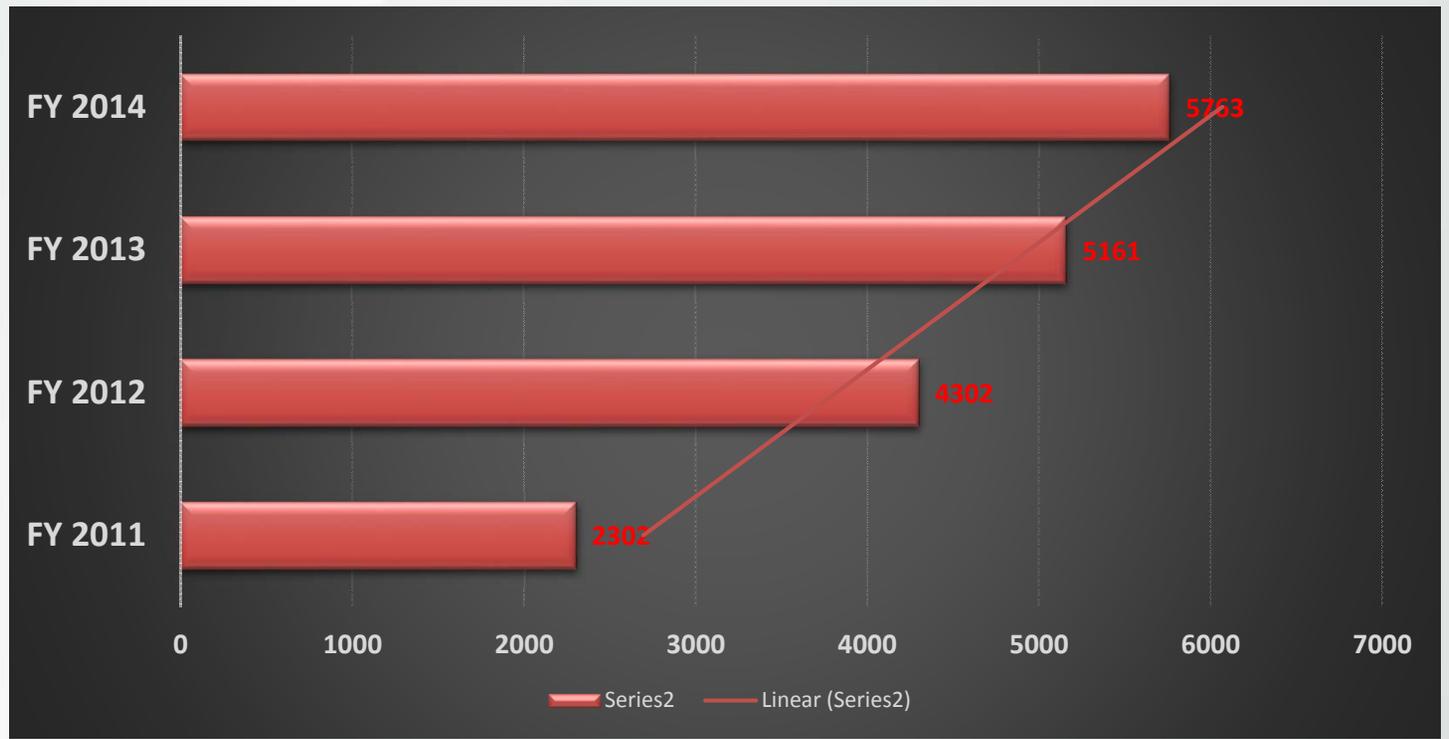
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E-Books

	FY 2014	FY 2015 (October to March)
checkouts	2255 (entire year)	1360
Collection size	834	1079

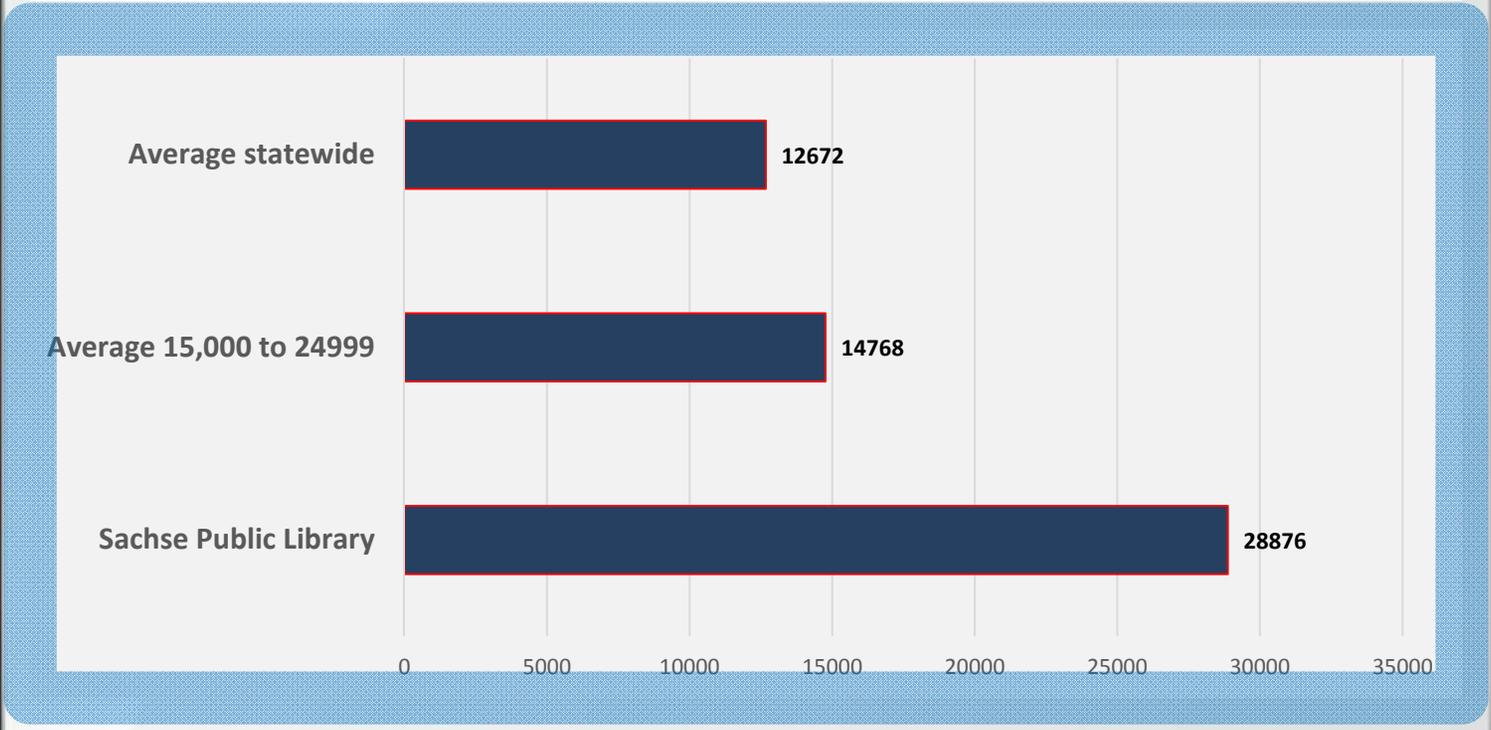


Program Attendance FY 2014





Circulation Per FTE in FY 2013



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9:08 AM



Story Times



STORYTIME

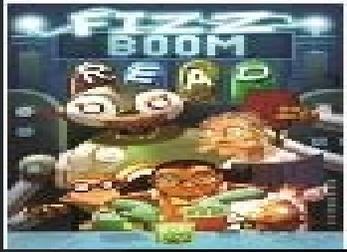




9:08 AM



KICKOFF





9:08 AM

Strategic Plan Goal 3

- Exceed 100,000 checkouts
 - 52000 checkouts at midyear
 - 16% increase over last year at mid year
- Teen Volunteers
 - Working to recruit volunteers
 - Launched new program March 2015 called Volenteens. They will interview in May and volunteer during the summer.



Strategic Plan Continued

- Summer Reading Club Promotions
 - Promote through schools, daycares, churches, and social media
- Increase collection by 3% for the fiscal year
 - Added **2304** items this year including 253 e-books
- Two additional community based programs for FY 2015 to meet Strategic Plan
 - Sachse Author Con on May 19 from 6 to 8
 - Oldies Band in August
 - Request funds for FY 2016 to expand programs



Library Long Range Plan Goal 1

- Goal One
 - Marketing and Programming
 - Increased programs this year with Sachse Author Con and band in August
 - Attendance has increased 11% at mid year
 - Largest programs are during Summer Reading Club



Library Long Range Plan

Goal 2 &3

- **Goal Two—Material Collections**
 - Match state recommendations with 2.21 items per capita
 - Currently at 1.71 items per capita
 - Book budget for FY 2015 is \$2.18 per capita
 - Average book budget per comparison city was \$3.85 (FY 2013)
- **Goal Three—Technology**
 - Replaced eight computers with city funds that were 8 to 10 years old
 - RFID is in the Strategic Plan



Library Long Range Plan

Goal 4

- Evaluate staffing based on state guidelines
 - State average is 6 FTE's for libraries serving populations 15,000 to 24,999 and we are at 4.5 FTE's
- Reconfigure Library hours
 - Began on April 1
- Volunteers
 - Working with HR to enhance volunteer program to meet long range plan and strategic plan



FUTURE PROGRAMS

- Sachse Author Con May 19
- Music August 4
- Focus on community programs - Strategic Goal 3
- Summer Reading Club
 - Kickoff is June 6th from 10 to 12
 - Promotional video, brochures, and web page coming soon
 - Expanded to include Miniature horses & music
 - programs for teens and adults



Legislation Details (With Text)

File #:	15-2773	Version:	1	Name:	Compensation Philosophy Discussion
Type:	Agenda Item	Status:		Status:	Agenda Ready
File created:	4/15/2015	In control:		In control:	City Council
On agenda:	4/20/2015	Final action:		Final action:	
Title:	Discussion of the City's compensation philosophy.				

Executive Summary

Dr. Jeff Ling, Executive Vice President of Evergreen, will lead a discussion regarding the City's compensation philosophy and will also provide a brief mid-project study update. The compensation philosophy discussion will focus on how to develop a compensation philosophy based on the following factors: market positioning, reward strategy, total compensation, and compensation structure.

Sponsors:

Indexes:

Code sections:

Attachments: [Mid Project Update - City of Sachse pdf](#)

Date	Ver.	Action By	Action	Result
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Title

Discussion of the City's compensation philosophy.

Executive Summary

Dr. Jeff Ling, Executive Vice President of Evergreen, will lead a discussion regarding the City's compensation philosophy and will also provide a brief mid-project study update. The compensation philosophy discussion will focus on how to develop a compensation philosophy based on the following factors: market positioning, reward strategy, total compensation, and compensation structure.

Background

On March 2, Project Manager, Adrienne Johnston, led a discussion regarding peer cities and briefly reviewed the factors that need to be considered in order to complete our next step, development of the compensation philosophy. At the March 2 meeting, Council reviewed and approved the presented peer city list, with the addition of one city, for a total 21 peer cities. Dr. Ling, Executive Vice President of Evergreen Solutions, will lead further discussion regarding the desired compensation philosophy for the City of Sachse and will also provide a mid-project update on the study.

As discussed in a previous council meeting, a well developed compensation philosophy will:

- Make sense to employees
- Result in a sense of fairness
- Be a strong recruiting tool

- Encourage retention
- Represent career and salary growth potential

Several key factors should be considered when developing the philosophy and include the following:

- Market Position - where does the City want to be in the market
- Total Compensation - how does the City want to balance salary and benefit cost
- Structure Design - what type of pay plan does the City want to administer
- Reward Strategy - what does the organization want to reward

Mid-project study update: The compensation and benefits survey was sent to the 21 peer cities. For the compensation survey, the City received a response from all 21 cities, with the average response rate per position being 11.5. The survey findings at this point in the project include the following:

- *Difference from Market Minimum - Sachse's current pay plan minimum is 23.8 % below the survey cities' average minimum.*
- *Difference from Market Midpoint - Sachse's current pay plan midpoint is 18.1% below the survey cities' average midpoint.*
- *Difference from Survey Maximum - Sachse's current pay plan maximum is 19.3% below the survey cities' average maximum.*

Overall, the market difference is on average at or about 20% below when averaging the minimum, midpoint and maximum of the survey cities' ranges. The benefits survey is still ongoing as only five peer cities have responded to date. Evergreen will also discuss the next steps necessary as the project continues to move forward, with an anticipated mid-May/early-June completion date.

Policy Considerations

No policy considerations at this time.

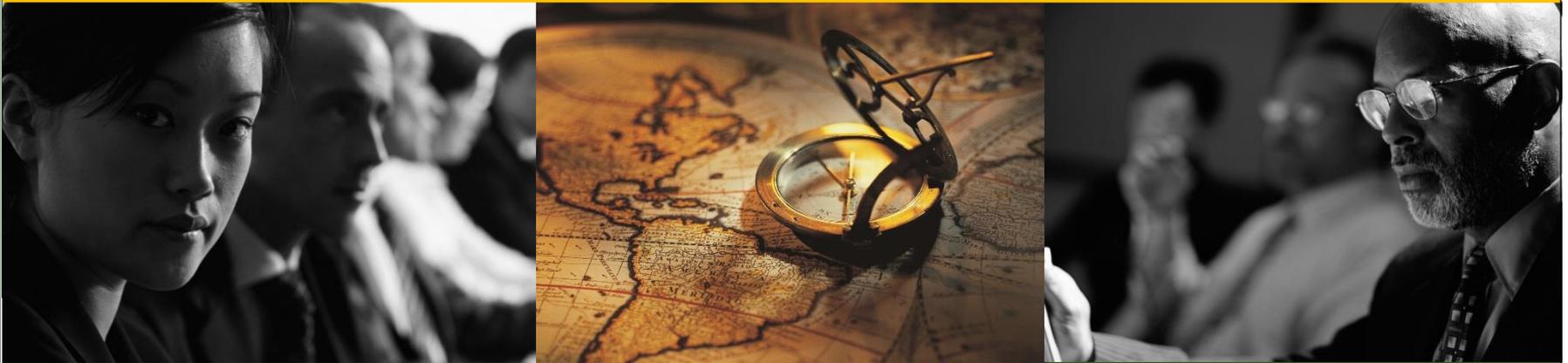
Budgetary Considerations

No policy considerations at this time; budgetary considerations will be discussed in May/June meetings

Staff Recommendations

There are no staff recommendations as this project is being based upon by input regarding compensation philosophy from the City Council.

Interim Progress - Comprehensive Compensation and Benefits Study



**Presentation to Council
City of Sachse, TX**



Evergreen Solutions, LLC

April 20, 2015

Agenda

- Review of Compensation Philosophy Presentation
- Study Status
- Next Steps



Compensation Philosophy

As discussed, a well developed, consistently followed, transparent, communicated philosophy will:

- Make sense to employees
- Result in a sense of fairness
- Be a strong recruiting tool
- Encourage retention
- Represent career and salary growth potential



Developing the Philosophy

Several key factors should be considered when developing the philosophy:

- **Market Position** – where does the City want to be in the market?
- **Total Compensation** – how does the City want to balance salary and benefit cost?
- **Structure Design** – what type of pay plan does the City want to administer?
- **Reward Strategy** – what does the organization want to reward?



Proposed Philosophy

City of Sachse, TX Total Compensation Philosophy

The City of Sachse is committed to providing an equitable, consistent, transparent, and competitive total compensation system of salary and benefits for employees that supports our mission and vision. The City seeks to attract and retain a highly engaged, qualified and diverse workforce through a competitive total compensation system that fosters the City's goal of being an employer of choice. By rewarding and recognizing employees' experience, accomplishments, and performance to a level that is competitive with or ahead of its peers while maintaining fiscal responsibility to taxpayers, the City will be poised to continue to accomplish its mission. This philosophy serves as the foundation for the City's total compensation pay system and associated practices.



Targets

City	Population*	Budget	Median Home Value	Median Household Income	Distance (mi)
City of Sachse	22,026	\$25,894,953	\$181,500	\$87,171	—
City of Allen	92,020	\$254,550,992	\$199,100	\$101,636	17
City of Carrollton	126,700	\$191,648,824	\$167,700	\$68,811	22
City of Colleyville	24,500	\$39,537,87.00	\$405,500	\$153,021	42
City of Coppell	40,342	\$53,230,756	\$281,500	\$110,445	30
City of Farmers Branch	31,664	\$122,983,135	\$143,600	\$57,692	29
City of Frisco	136,791	\$395,782,090	\$250,400	\$108,284	27
City of Garland	234,566	\$698,900,000	\$115,700	\$51,842	6
City of Highland Village	15,747	\$14,521,657	\$265,500	\$129,688	35
City of Lewisville	101,074	\$77,673,943	\$153,000	\$58,580	33
City of Little Elm	32,701	\$59,366,070	\$157,600	\$83,223	35
City of McKinney	148,559	\$321,244,697	\$187,100	\$81,118	24
City of Murphy	19,515	\$34,660,400	\$272,200	\$118,231	4
City of Plano	274,409	\$505,640,782	\$217,800	\$82,484	10
City of Richardson	104,475	\$260,366,264	\$187,400	\$69,323	14
City of Rockwall	40,922	\$18,739,850	\$191,900	\$85,710	13
City of Rowlett	58,043	\$89,448,037	\$158,500	\$83,368	8
City of The Colony	39,458	\$55,017,030	\$142,400	\$72,263	28
City of Wylie	44,575	\$104,428,491	\$155,300	\$80,632	5
Town of Addison	15,407	\$121,922,107	\$268,700	\$60,096	21
Town of Fairview	8,148	\$12,902,378	\$284,900	\$76,552	16
Town of Prosper	12,943	\$14,506,034	\$339,200	\$118,281	34

*U.S. Census Bureau Quick Facts (2010) <http://quickfacts.census.gov>



Salary Survey Summary

- **Targets** – 21 peer cities (21 responses)
- **Benchmark Positions** – All of the City's full-time positions were surveyed - 61
- **Average Response per Position** – 11.5



Salary Survey Results

- **Difference from Market Minimum – 23.8 % Below**
- **Difference from Market Midpoint – 18.1% Below**
- **Difference from Survey Maximum – 19.3% Below**
- **Survey Average Range between Minimum and Maximum– 41.6%**



Market Placement

- **City's current pay plan range is 47.1% from minimum to maximum compared to the market minimum to maximum range of 41.6%**
- **Overall, Market difference is about 20% below when averaging the minimum, midpoint and maximum of the survey cities' ranges**



Benefits Survey

- **Data gathering still ongoing** – Five targets responded to date
 - McKinney
 - Richardson
 - Coppell
 - Colleyville
 - Carrollton
- **Data gathering follow-up** – follow-up calls and emails ongoing
- **Data input and analysis** – still ongoing; too early for preliminary assessment



Next Steps

- **Complete Benefits Market Summary**
- **Develop compensation and classification recommendations and implementation options**
- **Prepare/deliver draft and final reports and presentation**
- **Train HR staff in study methodology and compensation and classification structure maintenance**
- **Communicate philosophy and results of study**





Legislation Details (With Text)

File #: 15-2768 **Version:** 1 **Name:** City Secretary semi-annual review
Type: Agenda Item **Status:** Agenda Ready
File created: 4/9/2015 **In control:** City Council
On agenda: 4/20/2015 **Final action:**
Title: Conduct Executive Session pursuant to the provisions of the Texas Government Code Section 551.074:

To conduct the semi-annual evaluation of the City Secretary.

Consider any action necessary as a result of Executive Session.

Executive Summary

A closed session, as provided by state law, for the City Secretary's semi-annual evaluation.

Sponsors:

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
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Title

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To conduct the semi-annual evaluation of the City Secretary.

Consider any action necessary as a result of Executive Session.

Executive Summary

A closed session, as provided by state law, for the City Secretary's semi-annual evaluation.

Background

The City Council evaluates the City Secretary semi-annually.

Policy Considerations

None.

Budgetary Considerations

None.

Staff Recommendations

Council conduct executive session as appropriate.